Ministry of Labour Relations and Workplace Safety

Plan for 2015-16

saskatchewan.ca

Government of Saskatchewan

Statement from the Minister

The Honourable
Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

I am pleased to present the Ministry of Labour Relations and Workplace Safety's Plan for 2015-16. This document outlines how our Ministry's actions support Government's overall direction and Budget for 2015-16.

Government's Direction and Budget for 2015-16 is focused on *Keeping Saskatchewan Strong*, balancing building for the future with fiscal responsibility. The initiatives outlined in this Plan speak to this year's budget theme. My Ministry will work to invest in the citizens of Saskatchewan by fostering a competitive and productive labour environment; encouraging healthy, safe, and fair workplaces; ensuring that our labour policies are up-to-date and competitive; and, by managing our programs and services efficiently and effectively to ensure the best use of public funds.

The Ministry of Labour Relations and Workplace Safety successfully carries out its mandate in the delivery of services to workers, their representatives and employers, thereby ensuring Saskatchewan workplaces are safe, productive and fair.

The Ministry will report on progress made toward this Plan, within the financial parameters provided in the 2015-16 Annual Report.

Response to Government Direction

The Government of Saskatchewan is committed to *Keeping Saskatchewan Strong*. The province faces challenges due to volatile resource revenue; however, Saskatchewan's economy is diverse and resilient. There are strengths in many sectors from agriculture and manufacturing to resources such as potash and uranium.

With controlled spending and continued support for the conditions necessary for economic growth, the Government will meet the needs of our growing province. Investments in people and infrastructure continue to support Government's commitment to establishing Saskatchewan as the best place to live, to work, to start a business, to get an education, to raise a family and to build a life.

Saskatchewan's Vision

"... to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."

Sustaining growth and opportunities for Saskatchewan people	Meeting the challenges of growth	Securing a better quality of life for all Saskatchewan people	Delivering responsive and responsible government

Government's vision and four goals provide the framework for ministries, agencies and third parties to align their programs and services and meet the needs of Saskatchewan's citizens.

All ministries and agencies will report on progress in their 2015-16 annual reports.

Operational Plan

Mandate Statement

The Ministry provides a range of services that encourage, promote and enforce safe work practices and employment standards which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers thereby ensuring healthy, safe and productive workplaces.

Government Goals

Sustaining growth and opportunities for Saskatchewan people	Meeting the challenges of growth	Securing a better quality of life for all Saskatchewan people	Delivering responsive and responsible government

Strategic priority from the *Saskatchewan Plan for Growth*: encourage healthy, safe and fair workplaces

Ministry Goal

Reduce provincial injury rate by 50% by 2020.

Strategies

Full implementation of new targeted intervention model to reduce workplace injuries.

Continue the *Worksafe Saskatchewan* partnership to ensure a focus on injury rate reduction.

Key Actions

- Target priority employers who have the highest injury rates.
- Increase education and enforcement of standards.
- Review and report on *WorkSafe Saskatchewan* provincial injury reduction strategy.
- Implement a new searchable Asbestos Registry.
- Update and modernize occupational health and safety mines regulations and policies to reflect leading practices.
- Support the Workers' Compensation Act Committee of Review activities related to a review of the workers' compensation system in Saskatchewan.

Performance Measure

Total Injury Rate
By March 31, 2016, continue the downward trend in the provincial injury rate.

Ministry Goal

Increase compliance with employment standards.

Strategy

Increase awareness of rights and responsibilities.

Key Actions

- Undertake an evaluation of the sectors where there is a lack of compliance with existing standards and identify reasons for the lack of compliance.
- Develop education and enforcement tools to increase awareness of rights and responsibilities of employment standards.
- Focus on youth awareness. Revise the Young Worker Readiness Certificate Course to reflect the provisions of *The Saskatchewan Employment Act*.

Performance Measure

Education
By March 31, 2016, implement the revised Young Worker Readiness Certificate Course.

Sustaining growth and opportunities for Saskatchewan people	Meeting the challenges of growth	Securing a better quality of life for all Saskatchewan people	Delivering responsive and responsible government

Strategic priority from the *Saskatchewan Plan for Growth*: fair and balanced labour environment while sustaining Saskatchewan's economic growth

Ministry Goal

Maintain Saskatchewan's productive and competitive economy.

Ministry Strategy

Promote the use of best practices in the areas of occupational health and safety, labour relations, employment standards and workers' advocacy.

Key Actions

- Support employers, workers, organized labour and special interest groups through the provision of education and awareness activities to ensure compliance with *The Saskatchewan Employment Act* and associated regulations.
- Continue to work cooperatively with jurisdictional counterparts in analyzing and implementing leading practices.
- Continue to evaluate programs and services to ensure leading practices are used in the effective delivery of services to clients.
- Ensure marginalized workers and their families receive adequate service.

Ministry Strategy

Maintain modern and competitive legislation and regulation.

Key Actions

- Harmonize the Workplace Hazardous Materials Information System under *The Occupational Health and Safety Regulations, 1996*.
- Evaluate and revise occupational health and safety regulations and policies in conjunction with the other western provinces.
- Support the Workers' Compensation Act Committee of Review in its review of *The Workers' Compensation Act, 2013*, the associated regulations and the policies of the Workers' Compensation Board.

Performance Measures

Compliance

By March 31, 2016, increase voluntary compliance with employment standards.

Legislative/Regulatory Reviews

By March 31, 2016:

- Enact new regulations governing:
  - workplace hazardous materials; and
  - mine safety.
- Effectively support the Workers' Compensation Act Committee of Review in its review of *The Workers' Compensation Act, 2013*.

Highlights

The Government maintains its desire to support all workers and employers in the achievement of Mission Zero; zero injuries and zero deaths resulting from work; and will continue to make occupational health and safety a priority.

In 2015-16, the Ministry will:

- Continue to make occupational health and safety inspections, investigations and education a priority toward achieving zero workplace injuries and deaths;
- Continue to investigate employment standards complaints;
- Continue to educate employers, employees and youth on their rights and responsibilities under *The Saskatchewan Employment Act*;
- Continue to assist workers who have filed a workers' compensation claim and who wish to explore an appeal of a decision on that claim;
- Continue to provide conciliation and mediation services to assist collective bargaining where required;
- Enact new regulations respecting workplace hazardous materials;
- Enact new regulations respecting mine safety;
- Undertake a review of *The Workers' Compensation Act, 2013*, the associated regulations and policies; and
- Allocate $85,000 in additional resources to improve the mandatory asbestos registry for public buildings, which is a first of its kind in Canada.

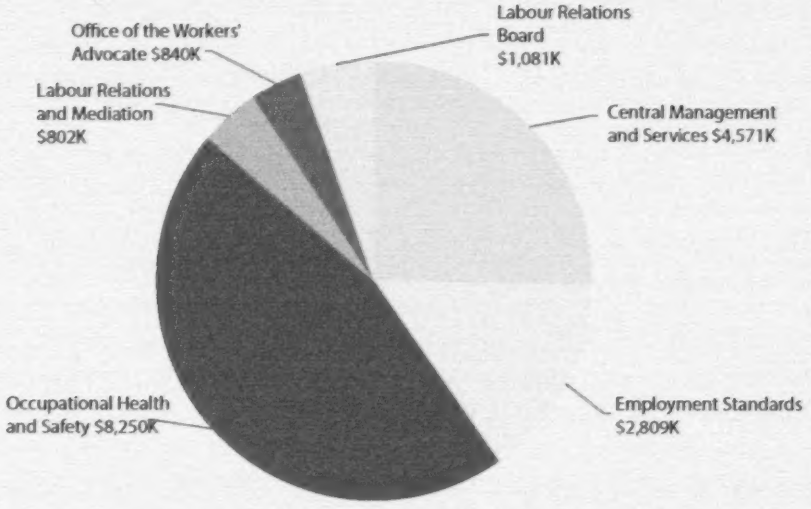
Financial Summary

2015-16 Estimates	(in thousands of dollars)
Central Management and Services	$4,571
Employment Standards	$2,809
Occupational Health and Safety	$8,250
Labour Relations and Mediation	$802
Office of the Workers' Advocate	$840
Labour Relations Board	$1,081
Ministry Operations Appropriation	**$18,353**
Capital Acquisitions	-
Non-Appropriated Expense Adjustment	$122
Total Expense	**$18,475**

FTE Staff Compliment	152.1

For more information, see the Budget Estimates at: http://www.saskatchewan.ca/budget

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote


Office of the Workers' Advocate $840K
Labour Relations Board $1,081K
Labour Relations and Mediation $802K
Central Management and Services $4,571K
Occupational Health and Safety $8,250K
Employment Standards $2,809K

For More Information

Please visit the Ministry's website at http://www.saskatchewan.ca/government/government-structure/ministries/labour-relations-and-workplace-safety